

*On the fly, labour migration in the
Canadian Territories 2004 - 2009*



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FIFO at the Whitehorse Airport

- I met traveller at the Whitehorse Airport, a specialist in mechanical engineering, 8 years working for Statoil (Norway), he was a FIFO worker from Faro, Yukon, a 60ish male.
- Had worked at Faro mine in the 1980's and then moved south to work O&G returning in 2006.
- Wonderful symmetry, Faro being one of the last purpose built mining towns that has now become a **relic resource extraction** community offering small town amenities where a 2,400sq ft. home sold in 2007 for \$15,000!

Vetting - Laporte and Lu (2013)

- In 2013 Statistics Canada Economic Insights “Inter-Provincial Employees in Canada” Alberta “Shadow Population” (Laporte and Lu, 2013).
- Rare glimpse of the migratory nature of Canadian interprovincial labour into and out of Canada’s Provinces and Territories for the period 2004 to 2009 using CRA data use to map of flows...?

Laporte and Lu (2013)

- Statistics Canada terminology:
 - Receiving Employees (RE) and
 - Sending Employees (SE)refer to labour fly-in/fly-out (FIFO) employees but with the addition of each jurisdictions' sending out employees
- FIFO analyzes workers as they migrate to jobs in other jurisdictions on a temporary basis

The Canadian Revenue Agency

Data File Build

- StatCan researchers used the Inter-provincial Workforce Database (IWD) that combines information from four different administrative data sources the:
 - T4 Files (Statement of Remuneration Paid);
 - T1 Family File (T1FF);
 - T1 Historical (T1H) File; and
 - Longitudinal Employment Analysis Program (LEAP).

Nope you can't do this at home Confidential

The Literature

- Recent research on FIFO in Canada include: Storey (2010), Markey, Storey and Heisler (2011) as well as two government reports by Yukon (2013) and NWT (2009) with new research being undertaken in Baker Lake (Carter) and Yukon (Eilmsteiner-Saxinger).
- Storey's 2010 work represents a first overview of the state of research in Canada with a specific reference to impacts of fly-in workers on community sustainability.

Storey, 2010

Due to the lack of systematic national data collection by agencies such as Statistics Canada or Employment and Social Development Canada we all too often find the author stating: “**data are poor and estimates vary**” when it comes to hard numbers.

In 2014 Keith Storey called for researchers to undertake a renewed interest in data gathering in order to develop a clearer and better understanding of the impacts of FIFO on communities and workers.

Storey 2014, Call to Arms

- Fuzzy FIFO data, no systematic LFS type survey
- 18 FIFO mine operations studied in North
- NWT dominates in FIFO based mines
 - Diamond mines
- Cantung 1st opened as a resource town then closed and has reopened as a FIFO work site.

Storey 2014, Call to Arms

- Rotation/roster in and out 1970's started with longer fly-in periods and short fly-out sessions that were often eaten up by travel days.
- Asbesto Hill 90/14; today 2000-2010's Meadowbank 14/14;
 - Better work life balance
- Aboriginal CBA/IBA type Agreements take hold in the 2000's = set aside jobs

Storey, 2014 - IACSS

- Targets for Aboriginal employment set but rarely reached 55% VB down to 16%.
- Local hires move south 1987 etc., etc...
- We need to research IBA/CBA regarding levels of Aboriginal employment and training
- We need to look at impacts of Mine hiring on FN communities Example of hire outs from FN leaving communities without staffing

Yukon Question

- This is a situation that I was faced with in my role as chief statistician for the Yukon; the acquiring of hard numbers for FIFO labour.
- The only solution we could find lay in acquiring expensive data runs from Statistics Canada using the CRA tax filer databases.
- **\$60,000 +..full stop**
- Les Engages pour l'quest courier-de-bois as Paddle in Paddle out labour migration.

Operating Mines 2004-2009

Table 1: Operating Mine Sites in the North 2004-2009

Year	Yukon	NWT	Nunavut
2004		Ekati, Diavik	Lupin
2005		Ekati, Diavik, Cantung,	Lupin
2006		Ekati, Diavik, Cantung	Jericho
2007	Minto	Ekati, Diavik, Cantung	Jericho
2008	Minto	Ekati, Diavik, Cantung, Snap Lake	
2009	Minto	Ekati, Diavik, Cantung, Snap Lake	

Compiled by Author from Research notes

**Table 2: Annual Territorial Labour Force Inter-provincial Receiving Employees
Cross Referenced to Labour Force Survey Data for 2004-2009**

Territory	Yukon		NWT		Nunavut* Census, 2001-11	
Year	Inter-Prov. Receiving Employees	LFS Total Labour Force	Inter-Prov. Receiving Employees	LFS Total Labour Force	Inter-Prov. Receiving Employees	LFS Total Labour Force
2004	1,593	17,800	6,563	31,000	2,635	13,817
2005	1,762	18,100	7,045	31,200	2,648	14,225
2006	1,997	18,200	7,253	31,300	2,398	14,700
2007	2,454	18,100	8,516	31,700	2,766	14,917
2008	2,507	18,900	8,320	32,100	3,393	19,660
2009	2,376	18,700	5,917	32,100	3,563	20,108
Change 2004-09	49.2%	5.1%	-9.8%	3.5%	35.2%	27.4%*

Table 3: Net FIFO by Territory - Nunavut

	NUNAVUT		
Year	Receiving	Sending	Net
2004	2635	1587	1048
2005	2648	1050	1598
2006	2398	977	1421
2007	2766	980	1786
2008p	3393	1287	2106
2009p	3563	860	2703

Table 4: Net FIFO by Territory - NWT

	NWT		
Year	Receiving	Sending	Net
2004	6563	1745	4818
2005	7045	1828	5217
2006	7253	1823	5430
2007	8516	1917	6599
2008p	8320	1863	6457
2009p	5917	1555	4362

Table 5: Net FIFO by Territory - Yukon

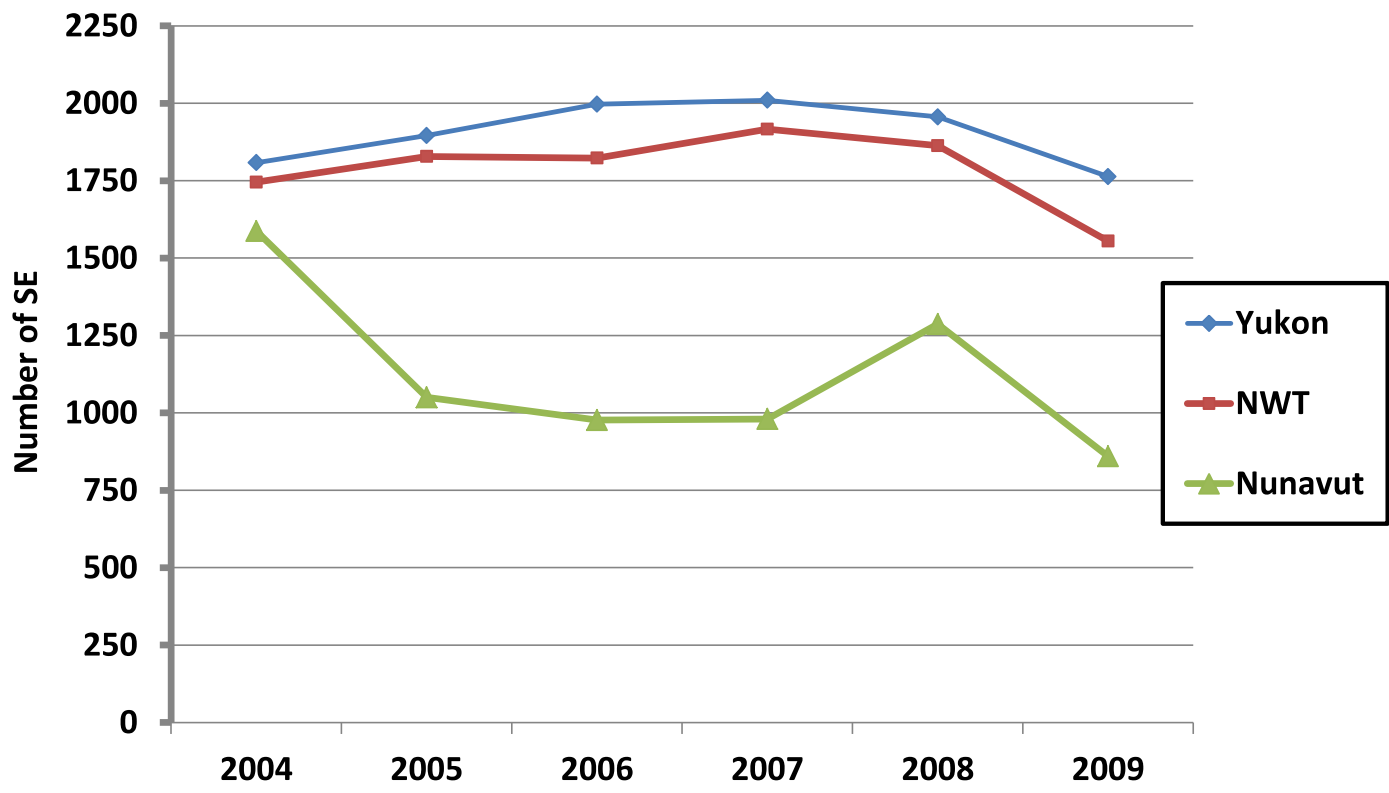
	YUKON		
Year	Receiving	Sending	Net
2004	1593	1808	215
2005	1762	1896	134
2006	1997	1997	0
2007	2454	2010	444
2008p	2507	1956	551
2009p	2376	1763	613

Table 6: IP RE Against LFS UR & NILF

Labour Force: Interprovincial Employees Cross Referenced to Unemployed & Not in Labour Force

	Yukon $r = 0.813$		NWT $r = -0.535$		Nunavut $r = 0.907$	
Year	I-P Receiving Employees	LFS UR & NILF	I-P Receiving Employees	LFS UR & NILF	I-P Receiving Employees	LFS UR & NILF
2004	1,593	5,400	6,563	7,300	2,635	5,200
2005	1,762	5,600	7,045	7,300	2,648	5,500
2006	1,997	5,800	7,253	6,900	2,398	4,900
2007	2,454	6,200	8,516	6,900	2,766	4,300
2008	2,507	6,000	8,320	8,000	3,393	7,300
2009	2,376	6,700	5,917	9,300	3,563	7,800

Figure 4: Territories Sending Inter-Provincial Employees, 2004-2009



Territories Receiving Inter-Provincial Employees

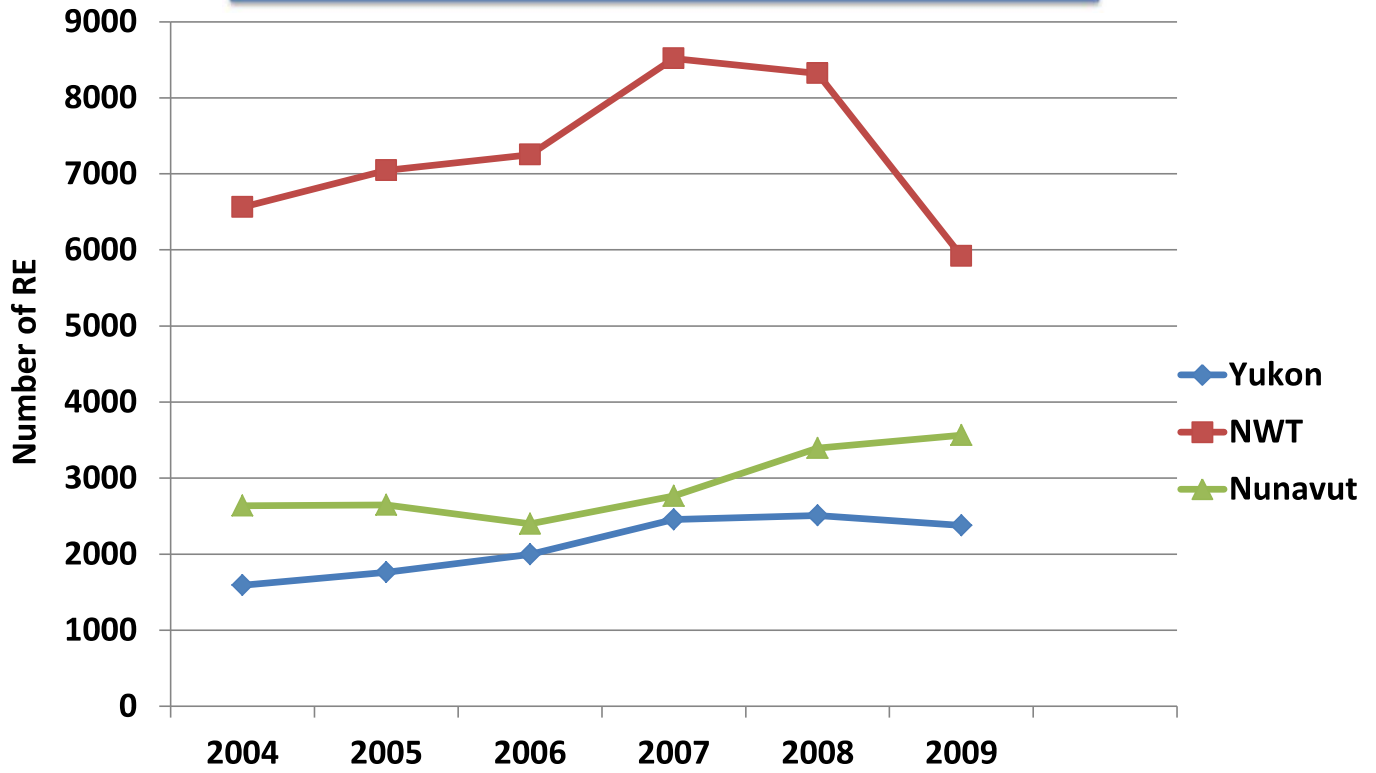


Figure 1: Nunavut, Correlation of Not-in-Labour Force against Inter-provincial Receiving Employees, 2004-2009

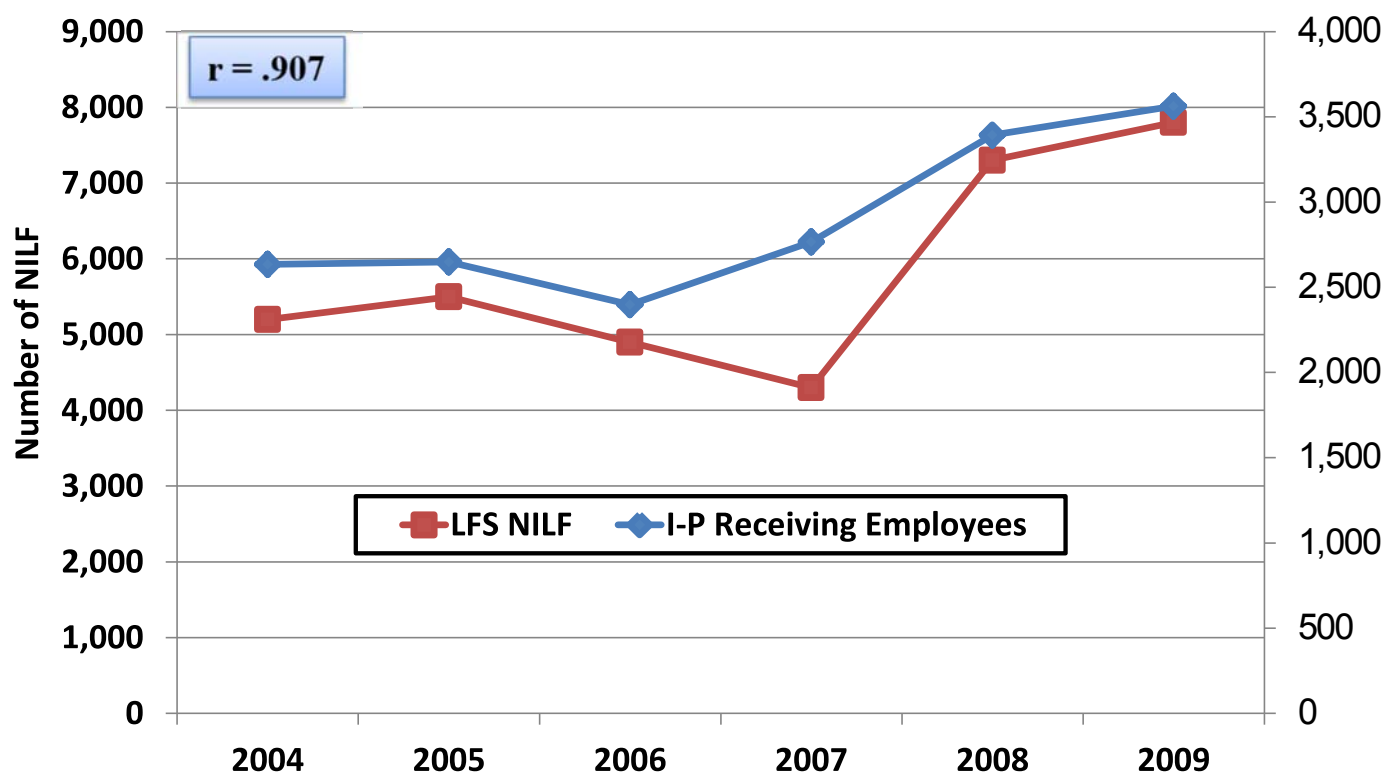


Figure 2: Yukon Correlation of Not-in-Labour Force against Inter-provincial Employees , 2004-2009

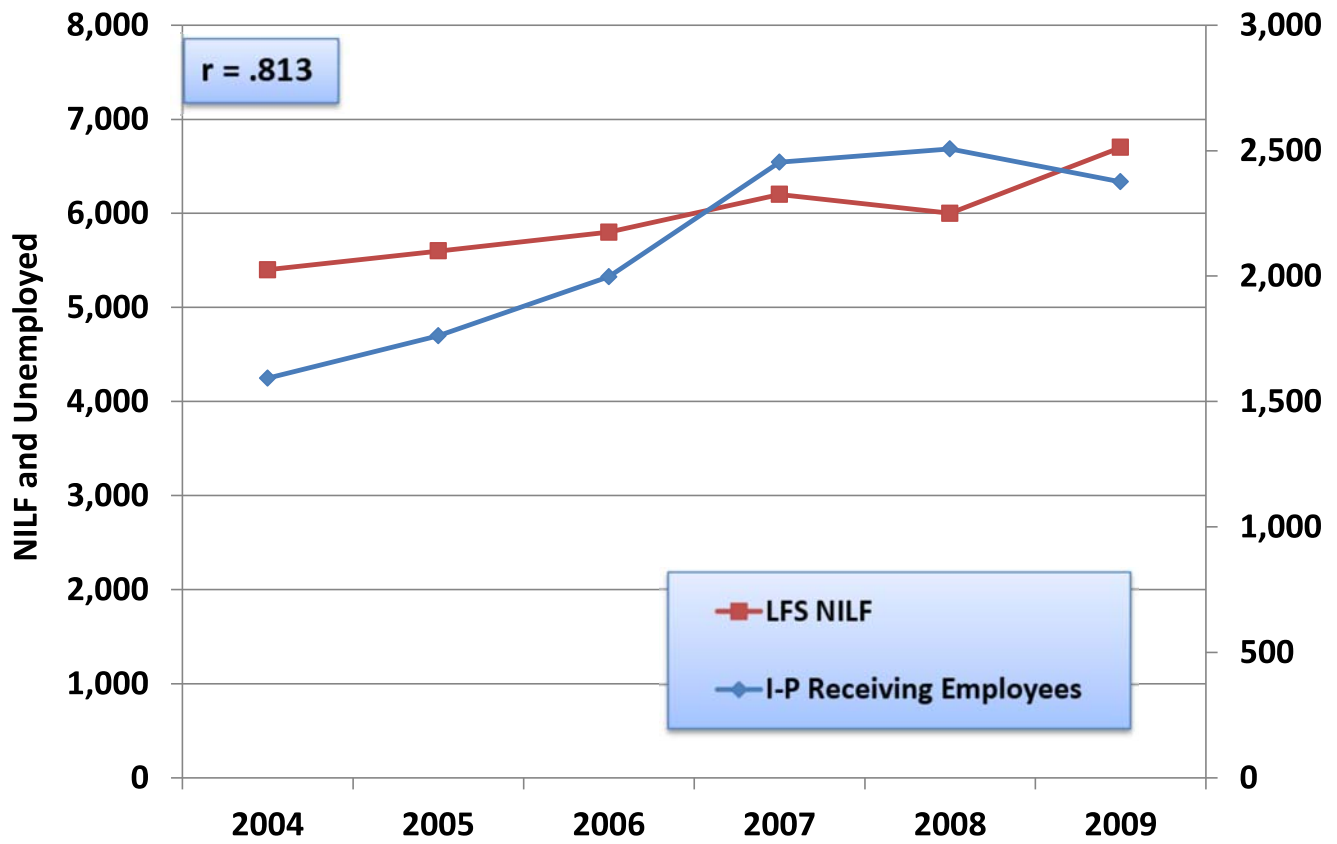
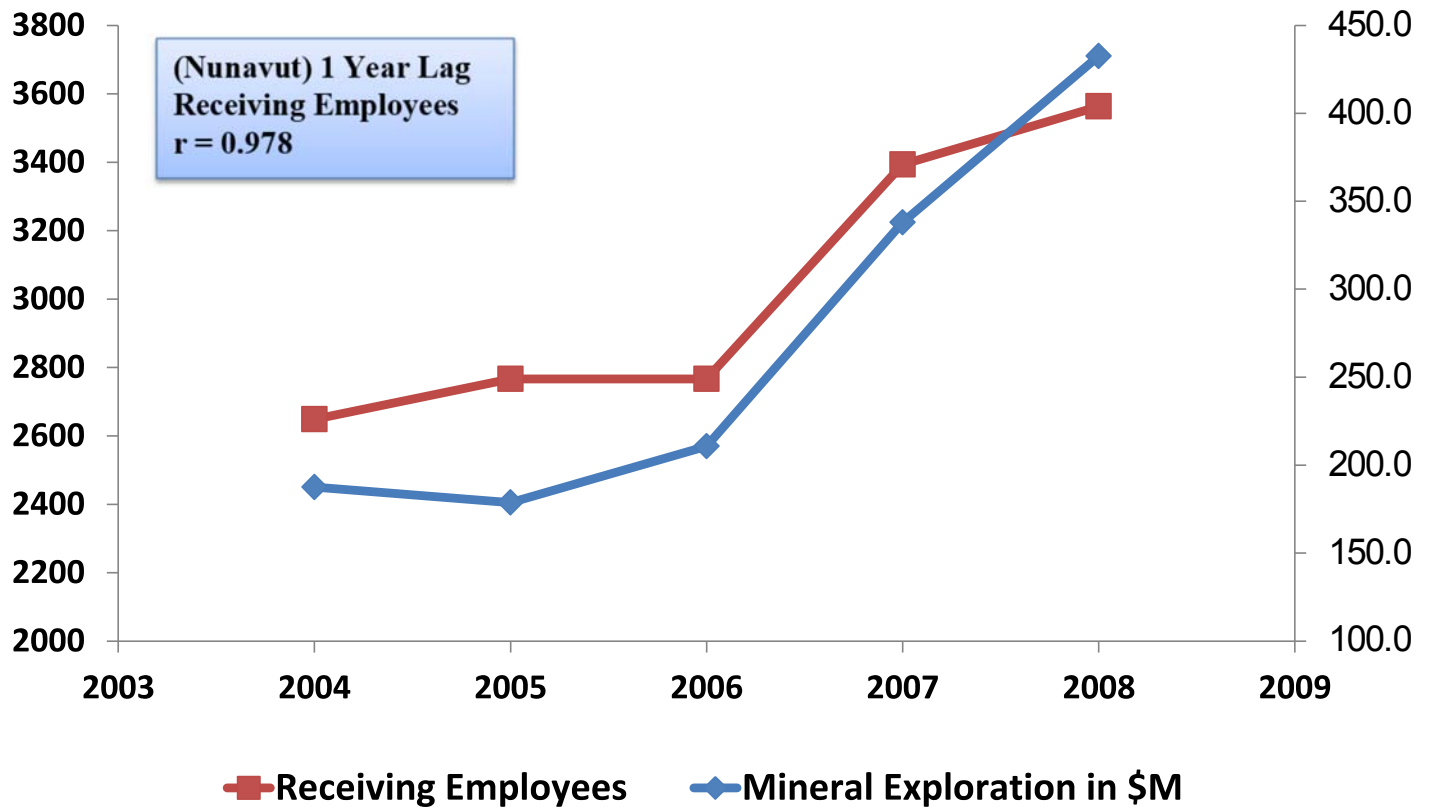
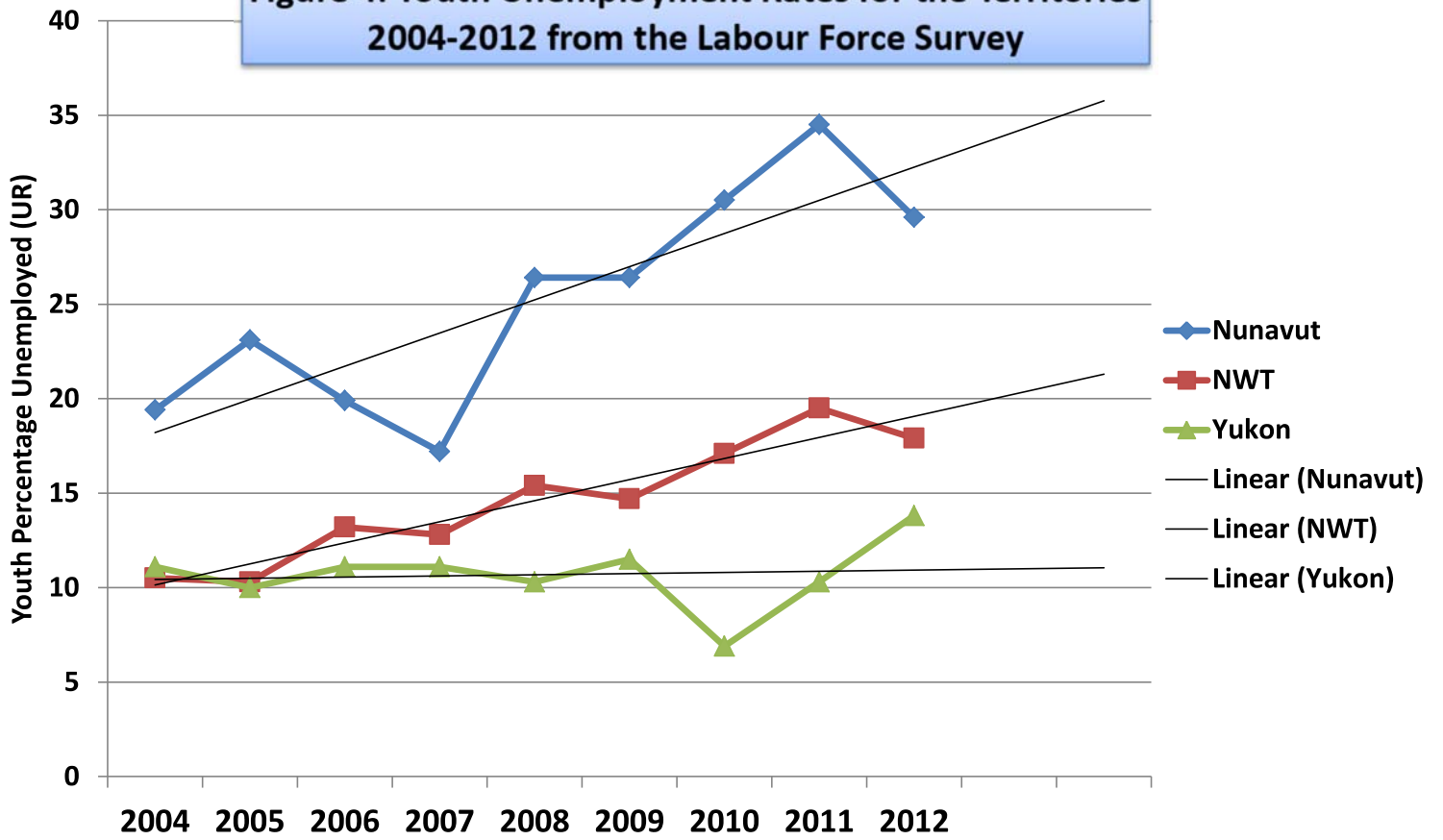


Figure 3: Correlation of Receiving Employees against Mineral Exploration, Nunavut 1 Year Lag



**Figure 4: Youth Unemployment Rates for the Territories
2004-2012 from the Labour Force Survey**



Source: Statistics Canada, Labour Force Survey

Territorial FIFO Conclusion

- Data appears to be logical and in accord with StatCan Territorial LFS and mineral expenditures.
- Strong correlation between annual increases in Receiving Employees in Nunavut and the increase in combined UR or NILF – **Neo-colonialism?**
 - Nunavut a young population with low educational attainment, high youth UR, NILF discouraged workers?
 - Poor preparation for extractive industry labour market and spin-off jobs; (Nigerian Bouncers, Quebecois bar staff, Nfld. janitors...)

Flying Air North Home



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